

# Luzita Kennedy of PulvermacherKennedy & Associates Returns to CUTV News Radio in a Brand New Show

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[EINPresswire.com/](http://EINPresswire.com/) -- As the expression goes, "The fish stinks from the head." Culture is set from the top down and leaders set the tone. If leadership is not operating properly, the organization as a whole will suffer.

Success begins with leaders or it never begins at all. That's the philosophy of PulvermacherKennedy & Associates, a management consulting firm. PKA are leaders in succession planning and implementation, strategic enterprise transformation, and executive development at the individual and team levels.

"An organization's most valuable resource is its human capital: its employees," says Luzita Kennedy, managing partner of PKA. "Whether we're looking at strategy, operations, or organizational design of a company, what goes hand-in-hand with that is people. We forget that there are people who make that organization function. What we find with management or executive teams is they often become so focused on numbers and reaching certain targets, and they forget about their people."

All the work PKA does, whether it's leadership development or executive coaching, is in the context of changes that are taking place in the business. Those changes could be a restructuring, a merger, or a transfer to the next generation. When change takes place in an organization, inevitably it causes stress in the system. PKA specializes in helping organizations positively react to change, adapt and align to those changes.

"Any change that they want to implement in the organization, whether it's related to people or processes, starts at the top," says Kennedy. "If the leadership team is aligned, the rest of the organization follows suit, so it's about marrying the changes that are occurring in the business and aligning management to those changes."

Much of PKA's work is in succession planning. How does an organization develop its next group of leaders?



"We have to create seamless transition," says Kennedy. "We're working with the current owner to help them transition out of their role. We're also working with the incoming person because they might not be ready. There's a process of looking at their current leadership style given the role they are inheriting. What are the competencies attached to that role? Which competencies are missing? How do you bridge that gap?"

As executives reach new heights of their career, they tend to do the things they did before. Through PKA's executive coaching and leadership development programmers, they can begin to heighten their self-awareness. Kennedy says most leaders are committed to making the adjustments because they know that it's important to the rest of the organization.

CUTV News Radio will feature Luzita Kennedy in an interview with Doug Llewellyn on Wednesday, September 19th at 1pm.

Listen to the show on [BlogTalkRadio](#).

If you have a question for our guest, call (347) 996-3389.

For more information on PulvermacherKennedy & Associates, visit [www.pulvermacherkennedy.com](http://www.pulvermacherkennedy.com).

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